



PSW Aims and Objectives

Aims

- To offer expert guidance and support to trainees within a professional context
- To promote trainee well-being
- To provide access to experts who can deal with specific areas of concern
- To provide educators with a clear structure for supporting trainees both personally and professionally

Objectives

- Managing risk
- Clear standards and a code of practice, with accountability
- Supporting infrastructure
- Continuity and communication
- Identifiable success criteria
- Robust audit and evaluation
- Quality assurance (internal and external)



Professional Support and Well-being

Health Education England, East of England
2-4 Victoria House
Capital Park | Fulbourn
Cambridge
CB21 5XB

T. 01223 597736

E. PSW.eoe@hee.nhs.uk

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healthcare

www.hee.nhs.uk
hee.enquiries@nhs.net
@NHS_HealthEdEng

Professional Support and Well-being



Health Education England, East of England is committed to providing excellent education and training to doctors and dentists in its postgraduate training Programmes. Despite training being rewarding, there are occasions where a trainee may require additional support to help them through a difficult situation.

The aim of the PSW is to support trainees, educators and other colleagues, by working collaboratively.

To maintain patient safety, whilst ensuring doctors and dentists receive the support they need to overcome any barriers, and successfully complete their training.

The PSW can commission bespoke support in a variety of different areas.

Why might a trainee be referred?

Reasons for referral vary widely, but primarily fall into one or more of the following categories:

- Health and Social
- Repeated exam failure
- Clinical performance, Knowledge and skills
- Communication, Team Working and Time Management
- Professional Behaviours and Attitude
- Significant Life events
- Environmental issues
- Engagement with Training

What type of support is available?

An individual support plan will be agreed with the trainee. Not everyone requires additional support however, external support available via the PSW includes:

- Psychological Support
- Exam Support
- Communication Skills
- High level Careers Support
- Neurodiverse Screening
- Occupational Health Assessment
- Emotional Intelligence Screening

Next steps

Referrals to the PSW will be triaged and advice may be given. For all referrals, the PSW will request that the appropriate referral forms are completed. Following triage, the PSW may undertake a further process of review and develop an action plan. The trainee will be assigned a case manager and will be invited to participate in a telephone call or attend a meeting to discuss the referral.

All conversations will remain confidential subject to professional and ethical guidelines of the GMC / GDC.

Referral forms can be found on our website - https://heeo.e.hee.nhs.uk/psu_documents

An example of items discussed in the review meetings can be seen in Appendix D of the **Professional Support Policy** document available on the website.

